



This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + *Refrain from automated querying* Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at <http://books.google.com/>

HD
4919
M4
A4
B 457,046 I

THE COMMONWEALTH OF MASSACHUSETTS

MINIMUM WAGE COMMISSION

BULLETIN NO. 9

SEPTEMBER, 1915

WAGES OF WOMEN
IN
WOMEN'S CLOTHING FACTORIES
IN
MASSACHUSETTS



BOSTON
WRIGHT & POTTER PRINTING CO., STATE PRINTERS
32 DERNE STREET
1915



THE COMMONWEALTH OF MASSACHUSETTS
MINIMUM WAGE COMMISSION

BULLETIN NO. 9

SEPTEMBER, 1915

WAGES OF WOMEN
IN
WOMEN'S CLOTHING FACTORIES
IN
MASSACHUSETTS



BOSTON
WRIGHT & POTTER PRINTING CO., STATE PRINTERS
32 DERNE STREET
1915

APPROVED BY
THE STATE BOARD OF PUBLICATION.

CONTENTS.

	PAGE
Statistics of Manufacture,	5
Method and Scope of the Inquiry,	10
The Process of Manufacture,	11
Method of treating Wage Material,	16
Analysis of the Wage Situation,	17
Summary of Analysis,	22
Tables —	
1 (a). Average Weekly Earnings: by Occupations,	23
1 (b). Average Weekly Earnings: by Occupations (Cumulative),	24
2. Weekly Rates: by Occupations,	25
3. Annual Earnings: by Occupations,	26
4. Average Weekly Earnings: by Establishments (Cumulative),	27
5. Weekly Rates: by Establishments (Cumulative),	28
6. Hours of Labor and Average Weekly Earnings,	29
7. Hours of Labor: by Establishments (Cumulative),	30
8. Fluctuation of Employment among 1,961 Workers: by Occupations,	31
9. Fluctuation of Employment among 1,961 Workers: by Establishments,	32
10 (a). Average Weekly Earnings: by Age Groups,	35
10 (b). Average Weekly Earnings: by Age Groups (Cumulative),	35
11. Average Weekly Earnings: by Years of Experience,	36
12. Home Conditions and Average Weekly Earnings,	37
13. Home Conditions for 682 Employees: by Age Groups,	38
Diagram I. Curve showing Per Cent. of Employment for 270 Cloak, Suit and Skirt Workers and 1,691 Dress and Waist Workers during Fifty-two Weeks,	34

BULLETIN

OF

MINIMUM WAGE COMMISSION.

ROBERT E. BISBEE, *Chairman.*

MABEL GILLESPIE.

ARTHUR N. HOLCOMBE.

AMY HEWES, *Secretary.*

Bulletin No. 9.

September, 1915.

WAGES OF WOMEN IN WOMEN'S CLOTHING FACTORIES IN MASSACHUSETTS.

STATISTICS OF MANUFACTURE.

The manufacture of women's clothing on a large scale in this country did not begin until the latter half of the nineteenth century, and followed the introduction of the sewing machine into the clothing industries.

The manufacture of cloaks and mantillas as a wholesale business was said to have begun between 1848 and 1858. As an important industry, however, the manufacture of women's clothing, principally cloaks, began early in the sixties about the time that the Civil War, through the Government demand for clothing for soldiers and sailors, was giving another great impetus to the men's ready-made-clothing industry. The manufacture of women's suits was not begun, however, until early in the eighties. . . .¹

The rapid development which has taken place during the last half-century is shown in the following tables, and is ascribed to the gradual transfer of work on women's clothing from the homes and custom dressmaking establishments to the factories.

¹ Senate Document 645, *Woman and Child Wage Earners*, Vol. IX., p. 142.

Manufacture of Women's Clothing,¹ United States, 1859-1909.²

YEAR.	Number of Establishments.	Wage Earners (Average Number).	Wages.	Cost of Materials.	Value of Product.	Value added by Manufacture.
1909, . . .	4,558	153,743	\$78,568,261	\$208,788,226	\$384,751,649	\$175,963,423
1904, . . .	3,351	115,705	51,180,193	130,719,996	247,661,560	116,941,564
1899, . . .	2,701	83,739	32,586,101	84,704,592	159,339,539	74,634,947
1889, . . .	1,224	39,149	15,428,272	34,277,219	68,164,019	33,886,800
1879, . . .	562	25,192	6,661,005	19,559,227	32,004,794	12,445,567
1869, . . .	1,847	11,696	2,513,956	6,837,978	12,900,583	6,062,605
1859, . . .	188	5,739	1,193,032	3,323,335	7,181,039	3,857,704

¹ "The manufacture for the wholesale trade of a great variety of clothing for women, girls and children is covered by this classification, which includes the manufacture not only of complete suits, but also of dresses, skirts, petticoats, kimonos, dressing sacques, wrappers, jackets, cloaks, capes, underwear, infants' clothing, shirt waists, linings, dress stays, belts, dress shields and similar articles. There is considerable duplication in the total value of products reported."

— United States, thirteenth census, Vol. VIII., p. 398.

² United States, thirteenth census, Vol. VIII., p. 399.

Increase in Value of Product, Women's Clothing¹ (1859-1909).

YEAR.	Value of Product.	Amount of Increase.	Per Cent. of Increase.
1909,	\$384,751,649	\$225,412,110	141.5
1899,	159,339,539	91,175,520	133.8
1889,	68,164,019	36,159,225	112.9
1879,	32,004,794	19,104,211	148.1
1869,	12,900,583	5,719,544	79.6
1859,	7,181,039	—	—

¹ Computed from Table 87, United States, thirteenth census, Vol. VIII., p. 399.

The most important States in the manufacture of women's clothing, graded according to the value of their product, are New York, Pennsylvania, Ohio, Illinois and Massachusetts. The following tables show the manufacture of women's clothing by States and a comparison of Massachusetts and the country as a whole: —

Manufacture of Women's Clothing by States.¹

STATE.	Number of Estab- lishments.	Number in Industry.	Capital.	Value of Product.
California,	64	1,197	\$642,890	\$1,672,313
Connecticut,	17	1,473	677,073	1,715,700
Georgia,	4	145	71,052	152,225
Illinois,	221	7,279	5,567,194	16,635,236
Indiana,	18	1,403	851,363	2,057,635
Iowa,	19	985	1,097,691	1,535,382
Kentucky,	15	475	272,622	772,082
Louisiana,	5	129	99,944	117,608
Maine,	7	574	388,201	686,329
Maryland,	72	3,030	1,694,363	4,351,263
Massachusetts,	174	6,686	4,222,853	11,727,980
Michigan,	52	2,521	1,889,520	3,586,856
Minnesota,	11	233	108,337	304,871
Missouri,	68	3,122	2,383,665	5,439,053
Nebraska,	6	91	88,703	159,632
New Hampshire,	8	273	364,518	395,764
New Jersey,	99	4,691	2,881,952	5,927,091
New York,	3,083	114,925	84,213,014	272,517,792
Ohio,	153	10,191	8,150,889	19,493,060
Pennsylvania,	401	18,080	12,254,847	32,837,424
Vermont,	6	375	317,891	502,643
Virginia,	3	52	46,846	61,052
Washington,	6	77	80,989	167,658
Wisconsin,	19	635	405,684	927,932
All other States, ²	27	379	528,956	1,007,068

¹ United States, thirteenth census, Vol. VIII., pp. 682, 683.² All other States embrace: Colorado, 2 establishments; Idaho, 1; Kansas, 2; North Carolina, 2; Oklahoma, 1; Oregon, 2; Rhode Island, 4; South Carolina, 1; Tennessee, 3; Texas, 2; and West Virginia, 7.

Statistics of Manufacture (Women's Clothing).

	CENSUS RETURNS ¹ FOR 1909.		Statistics of Manu- factures for 1913, Massachu- setts.
	United States.	Massachu- setts.	
1. Number of establishments,	4,558	174	184
2. Capital,	\$129,301,057	\$4,222,853	\$5,083,449
3. Value of products,	\$384,751,649	\$11,727,980	\$13,812,249
4. Value added by manufacture (product less cost of material),	\$175,963,423	\$5,216,648	\$6,520,872
5. Cost of materials used, including fuel and rent of power,	\$208,788,226	\$6,511,332	\$7,291,377
6. Expense (rent, tax, contract, other),	\$33,715,001	\$746,996	— ²
7. Salaries,	\$20,417,768	\$657,881	— ²
8. Wages,	\$78,568,261	\$2,446,277	\$3,062,218
9. Total cost,	\$341,489,256	\$10,362,486	— ²
10. Value of product less total cost,	\$43,262,393	\$1,365,494	— ²
11. Employees:—			
Number of salaried officials and clerks, . .	18,796	663	— ²
Average number of wage earners employed during the year,	153,743	5,813	6,052
Male, 16 years of age and over, December 15, .	58,316	1,299	1,385 ³
Female, 16 years of age and over, December 15,	103,063	4,662	4,043 ³
Female, under 16 years of age, December 15, .	1,307	47	321 ⁴

¹ United States, thirteenth census, Vol. VIII., pp. 518-521, 682, 683.² Not taken by the Massachusetts Bureau of Statistics.³ This is the number of employees eighteen years of age and over, December 13.⁴ This is the number of employees under eighteen years of age, December 13.

The following table, which shows the growth of the women's clothing industry in Massachusetts during the last five years for which figures are given by the Bureau of Statistics, shows also the numbers employed in the industry in the same period. During that time the numbers of both men and women employees have increased, until in 1913 Massachusetts had an average number of 4,627 women employed in making women's clothing. The following sections of the present study are devoted to an analysis of the work and wages of that part of this working force which is engaged in the manufacture of cloaks, suits, skirts, dresses, including house dresses, waists and kimonos.

Manufacture of Women's Clothing in Massachusetts, 1909-13.¹

Year.	Estab-lish-ments.	Capital invested.	Value of Stock and Materials used.	Amount of Wages paid during the Year.	Average Yearly Earnings.	WAGE EARNERS EMPLOYED.						Value of Product.
						AVERAGE NUMBER.				Smallest Number.	Greatest Number.	
						Males.		Females.				
						Both Sexes.						
1909,	- ²	- ²	5,813	5,200	6,212	\$11,727,980		
1910,	\$456.09	1,369	4,302	5,671	4,223	7,041	11,714,278	
1911,	469.61	1,397	4,295	5,692	4,113	7,014	11,745,884	
1912,	480.08	1,382	4,292	5,674	4,259	6,899	12,543,548	
1913,	505.98	1,425	4,627	6,052	4,196	7,394	13,812,249	

¹ Massachusetts Statistics of Manufactures, 1909-13.² No figures given.

METHOD AND SCOPE OF THE INQUIRY.

The study of women's clothing by this Commission was made in the months of May, June, July and August. It is concerned with 36 establishments, situated in 7 cities and towns of the State. In these women's clothing factories a transcript of the pay-roll records for each female employee was taken for a period covering the fifty-two weeks preceding the date of the initiation of the investigation. This record in the case of 16 factories included the record of the number of hours worked each week. In as many cases as possible schedules were also filled out by the women workers themselves, in order that the Commission might have available such information as age, marital condition, living arrangements and length of experience. In addition, an inspection of the premises was made for the purpose of studying the occupations. The results of the analysis of the schedule material will be found in the section entitled "Analysis of the Wage Situation."

In accordance with the duties of the Commission as prescribed by the statute, the inquiry has been limited to ascertaining wages and rates for the various occupations, with such other matters as are most intimately connected with that subject. This procedure necessitated the omission of many subjects which might have proved both interesting and valuable as matters of public knowledge in connection with the wage situation. For example, the matters of overtime, sanitation, accidents and more detailed information as to the living arrangements and expenses of the women employees have a definite bearing on the matter of wages in any given employment. Moreover, these matters are under the jurisdiction of other boards and commissions in this State, and certain information concerning them appears from those sources from time to time. Consequently, the material gathered by the Commission is limited in scope and comprises only the data which in the experience of the Commission have proved to be most pertinent and useful in the attempt to improve the wage situation.

THE PROCESS OF MANUFACTURE.

The women's clothing industry in its transfer from the home and small custom shops to the factory has retained the processes of manufacture characteristic of the earlier stages of the business, differing only in the degree of specialization and in the use of power and more elaborate machine devices incident to the larger scale of production. The main processes of cutting, machine stitching, hand finishing and pressing are essentially the same, except whereas in the home the garment is entirely manufactured by one individual, in the factory it passes through the hands of a number of different operators, each performing one specialized task or group of allied tasks. As in the waist and dress shops we have a more highly organized and specialized replica of the work of the home dressmaker, so in the factories making cloaks, suits and skirts is reproduced on a large scale the activities of the custom tailor shop.

Dress and Waist Manufacture.

Designing. — The first step in the making of a ready-made garment is the designing of the model. From this model samples are made for demonstration to the retail trade. Owing to the rapid changes in the fashions, and the great competition in the business, a firm must produce a large number of models in order to secure enough orders to keep in existence. Most firms, therefore, employ at least one high-grade designer, and sometimes more during the busy season. In the shirtwaist houses women designers are usually employed. Their work consists in drawing designs for new garments in accordance with the latest ideas in foreign styles adapted to the needs of their market, and in draping models on the form until the desired effect is secured. When a designer is employed all the year around, she usually also takes some part in the management of the workrooms and the supervision of employees. Some designers work only at their special trade, sometimes going from firm to firm in accordance with the seasonal demands.

Sample Making. — The designer having prepared the model, a pattern is taken from it, according to which a number of sample garments are cut out. They are then given to a skilled machine operator, who during the season of designing specializes in this line of work, and is known as a sample maker. A single sample maker does all the stitching necessary to the garment. Special care is given in the preparation of samples, and higher rates are paid to machine operators while engaged in this work.

Cutting. — After orders have been taken from a sample, cardboard patterns are cut from it for the various stock sizes. The material out of which the garments are to be made is then laid out in layers on a long table, and the various sections of the pattern placed upon it in such a way as to utilize all the goods possible. The material is then cut out with shears, knife or cutting machine, according to the number of layers, which in turn depends upon the texture of the goods and the size of the order. In the case of cheap cotton house dresses and shirtwaists the layers of material are piled up so that a large number of garments may be cut out at a time. The work of cutting is entirely in the hands of men, except in establishments making certain lines of high-grade garments, where only one or at most a few garments need be cut out at once, and shears may be used in the operation. When goods are tucked they are returned to the cutting department to be shaped to the size of the pattern before the garment is seamed. This work is sometimes known as "sloping." Although this is usually a man's work, women are sometimes employed as slopers.

Assorting and Preparing. — After the garments have been cut out they are distributed to the machine operators by the forewoman. In highly organized factories, where there is a large output, girls known as assorters and preparers are employed who arrange in bundles the various parts of the garments as they come from the cutters, and add to each bundle all necessary trimmings and findings. In small establishments cutters or forewomen prepare the work.

Machine Operating. — The organization of the process of machine operating or stitching differs greatly with the kind

and quality of the garment manufactured, and also to a less degree with the policy of the individual shop. Where the cheaper grade of house dresses and shirtwaists are manufactured there is usually much section work, each worker performing only one specific machine operation upon each of the lot of garments. Thus not only are skirts and waists stitched by different operators, but workers who stitch special seams, such as setting the sleeves into the armholes, attaching the collar to the waist, and joining the waist and skirt are also found. On the various grades of garments special tuckers, shirrers, hemstitchers, lace runners, button-setters and buttonhole makers are also used. As different grades of skill are required to perform these various operations it is possible to use a larger amount of apprentice labor than where the entire garment is stitched by one individual. In the manufacture of silk waists and dresses there is usually much less subdivision, one operator stitching all the seams of the waist body and sleeves, while another does the necessary hemstitching.

In spite of the extensive subdivision of machine operation in many establishments it has not been found possible, except sometimes in the case of buttonhole and button machine operators and tuckers and lace trimmers, to get information as to the specific task of each person classed as machine operator. Even workers experienced in operations requiring a high grade of skill are moved about from one task to another according to the work required on each special order, and in the case of those engaged in the simpler operations there is even more shifting. For this reason it has been necessary in this study to group together under a single head all machine operators, irrespective of whether they are section workers or make a complete garment.

Machine operating in the dress and waist shops is almost entirely in the hands of women. All machines are run by electric power, and there is little unavoidable physical strain upon the workers. Piece rates are usually paid in this occupation, and in the busy season, when the shops are run at full capacity and every machine is in action, the long hours of work at high speed tend to be somewhat nervously exhausting.

Draping. — In the manufacture of ready-made dresses, after the waist and skirt are stitched, they must be adjusted at the waist line and joined together. This work, which corresponds to the fitting of a custom-made dress, is prepared for stitching by the draper, a skilled woman worker who places the garment on a figure of the desired stock size, adjusts the pleats and gathers and pins the skirt and waist together. The stitching is then done on the machine by a special operator known as a joiner. Where cheap cotton house dresses are produced the work of the draper consists only of the simplest adjustment described above, and indeed some of the cheapest garments are not fitted on the figure at all, the folds being adjusted and the skirt and waist joined by experienced stitchers without draping. In the manufacture of high-grade costumes, however, especially where there is much hand sewing, the work of the draper is exceedingly important, and experienced dressmakers are employed at the task. They not only fit the garment to the form and adjust the belt line, but also hang the skirt, drape the folds of the waist and pin on the girdle and trimmings. Garments of this sort usually go direct from the draper to the finisher, who completes the process of manufacture by sewing by hand the adjustments planned by the draper.

Finishing. — A certain amount of hand sewing is required in the making of many shirtwaists and dresses, even of the cheapest grade. The amount of skill required in the occupation of finishing, as the work is called, varies greatly with the nature of the product. In the manufacture of cheap machine garments finishing consists only in such work as sewing on hooks and eyes and fancy buttons. On the other hand, in the manufacture of high-class silk and wool dresses it is usually necessary to employ more experienced workers, persons who have had a general dressmaker's training, to sew on the girdles and trimmings, attach lace yokes, and in general complete the work prepared by the draper's pins. Garments of chiffon, lace and other soft materials are almost entirely made by hand by skilled finishers.

There is little or no work for the finisher in the making of the simple cotton or silk shirtwaists, unless fancy buttons and

other trimming which cannot be sewn on by machine are used.

Cleaning. — When the machine processes are completed on a garment it is handed over to a young girl who cuts off the thread ends. This work, which is known as cleaning, is one of the most unskilled in the industry. In some factories cleaning is done by the examiners, in others, cleaners are classed as finishers, therefore it is not possible to designate in this study all the workers engaged in this special task.

Examining. — After the garment is completed it goes to the examiner who inspects it carefully for any errors in stitching, repairs by hand all slight defects, and, in the case of the higher grade garments, ascertains by measurement and adjustment to the form that the garment accords with the plan and dimensions of the model. In some establishments certain workers classed as examiners are little more than cleaners, while in others, where the product is of a higher grade, skilled examiners are necessary to insure the successful turning out of an order.

Pressing. — Garments which have become rumpled in the process of manufacture, and which depend for their sale in the retail market upon their attractiveness and "ready-to-wear" appearance, are pressed before shipment from the factory. Except where garments are made of serges and other heavy goods pressers are usually women. Their work is not heavy, as cotton and light silk goods are readily pressed out with a light iron.

Folding. — Delicate shirtwaists of medium and higher grades are frequently shipped in individual boxes in order to appear fresher and more attractive to the eye of the retail purchaser. House dresses are usually folded and bundled into packages of four or six garments. Special workers are often employed whose work consists in folding and packing such goods.

Cloak, Suit and Skirt Manufacture.

As the manufacture of waists and dresses is mainly a woman's industry, so the cloak, suit and skirt factories, like the custom tailor shops, employ mostly men. In some es-

tablishments women operators stitch the skirts, especially those of light weight materials, but in general, machine operating, as well as designing, cutting and pressing, is in the hands of men.

The only occupation in which women are mainly employed is that of finishing. Skirt finishers baste hems, attach hooks, eyes and buttons, cut off thread ends and do all other hand sewing necessary to the finish of the belt and placket. There are two grades of coat finishers, — those who baste and fell the linings, and the less skilled group who perform such work as sewing on buttons and cleaning.

METHOD OF TREATING WAGE MATERIAL.

In the preparation of the material for tabulation all records of persons who appeared on the pay roll for less than four weeks out of the fifty-two under consideration were thrown out. This was done in order that the conclusions reached might apply only to workers who could legitimately be considered a part of the normal working force of the industry.

In computing weekly earnings and hours worked each week for individual workers, the procedure for each individual was as follows: the sum of all payments made during the fifty-two-week period, — that is, the girl's total income from her work for the year, — was found. This sum was divided by the number of weeks during which she was actually at work, as indicated by the number of weekly payments made to her. When the weekly payment was for a paid vacation the vacation week was counted as a week actually worked. In this way her average weekly earnings for the time she was at work in the occupation under consideration were ascertained. A corresponding procedure was adopted in treating hours of work. The number of hours worked during the fifty-two-week period was totaled, and this sum divided by the number of weeks actually at work, as indicated by the number of weekly payments made. The amounts paid were not always the equivalent of a full week's work. The factory or department may have been running on short time, girls may have entered or left the factory in the middle of a week, or absences may have occurred because of illness or other indi-

vidual reasons. This necessitates a slight misrepresentation in the analysis of earnings, which could be avoided only where a record of hours was kept in the factory, and even then it was not possible to ascertain to which of the above causes the short time should be ascribed. The Commission has made it a rule to follow the written record, and has attempted to present the pay-roll figures as found, without omissions or additions due to interpretations of its own.

ANALYSIS OF THE WAGE SITUATION.

Table 1, (a) and (b), in which the weekly earnings of women in clothing factories are classified according to the occupations in which they were engaged, shows that one-half (50.1 per cent.) earned less than \$6 a week, and that more than three-fourths (78.1 per cent.) earned less than \$8 a week. The lowest paid occupations, judged by the percentage who earned less than \$6 a week, are dress and waist finishing and pressing. The highest paid, according to the percentage who earned less than \$6 a week, are sample making and draping. No sample maker earned less than \$7 a week, in contrast with the fact that more than three-fourths of the dress and waist finishers and pressers earned less than \$7 a week. The significant points of Table 1 are, therefore, the low wages shown to be paid in the industry as a whole, and the wide differences in earnings according to the occupations involved.

The weekly rates at which the workers were scheduled to be paid are shown in Table 2. Piece workers, who make up an important group in this industry, are necessarily excluded from this table, as well as all time workers whose rates were not available, so that the table shows rates for only 942 of the 1,961 women whose actual earnings are shown in Table 1. In common with the table of earnings, this table shows a wide difference between different occupations with regard to their rates of payment. Machine operating, dress and waist finishing, and examining show the lowest rates, judged by the percentage scheduled for less than \$6, and sample making and draping the highest. Only 27.3 per cent. of the workers were on rates of less than \$6 a week, as against 50.1 per cent.

who actually received an average per week of less than that amount. A comparison between the other items in this table and those in Table 1 shows a very general failure among the workers studied in this industry to make full wages. This failure may be ascribed to various causes, among which are compulsory short time, particularly during the slack season in the industry, illness and the preference of the employee. Actual records do not exist, however, to show to what cause any particular worker's failure to make full wages may be ascribed.

In Table 3 the 1,961 workers studied are classified according to the total amount earned during the past year in the factory in which they were working at the time the study was made. Nearly one-half (47.7 per cent.) earned less than \$100 in the course of the year, and only 174 (8.9 per cent.) out of the total number earned as much as \$400 a year. These earnings are manifestly lower than those which the weekly earnings described in Table 1 would yield by the year. Their low level may be due in large part to unemployment proper, that is, inability to get work especially during the slack season, or it may be due to changing from factory to factory, leaving the factory to marry, illness or other miscellaneous reasons.

In Table 4 the establishments manufacturing dresses and waists and the establishments manufacturing cloaks, suits and skirts are grouped separately, and a comparison is afforded of the two groups as well as of the various establishments. The dress and waist firms pay lower wages, as shown by the fact that 52.2 per cent. of the workers in those establishments earned less than \$6 a week, as against 37 per cent. of the cloak, suit and skirt workers who earned less than that amount. The cloak, suit and skirt work is in general more skilled, and the wages are doubtless also influenced by the greater degree of organization among the employees. Among the dress and waist firms there is a variation from an establishment which paid 87.7 per cent. of its workers less than \$6 a week to one in which only 12.9 per cent. of the women employees earned less than that amount. These variations depend in part upon the location

(whether in large or small cities), partly upon the kind of product, and partly upon the degree of unionization. At the same time, establishments situated in practically the same locality and depending upon the same sources of labor supply are shown to pay widely differing scales of wages, a fact which shows the slight basis upon which the ordinary competition arguments rest.

Corresponding variations are found in the table (Table 5) in which the weekly rates of the establishments in the two groups are described. The factories in the two groups differ in the general level, although the dress and waist firms do not fall so far behind as in the table showing earnings.

The table showing the hours of work of the women employees in clothing factories (Table 6) is concerned with only 416 workers, owing to the fact that factory records of hours worked were not kept for the remaining 1,545 workers. It is probably the case, however, that the findings for these 416 women are fairly typical of the group as a whole. The largest single group of workers are those who worked, on the average, forty-two and less than forty-six hours a week, and the second largest group is made up of those who worked forty-six hours and less than fifty. These two groups include 47.6 per cent. of the total number included in the table. It is therefore to be concluded that the trade does not afford full working time to its employees, taking the year as the unit, a fact which must be taken into account in the discussion of low wages in the industry. Well-known characteristics of the trade are the long hours in the busy season and the counterbalancing short hours in the slack season.

The situation regarding customary hours of work is shown in Table 7 with respect to the hours in each establishment for which records were available. The ordinary working time is shown to be appreciably longer in the dress and waist establishments. In each group the firms differ widely in the average length of running time.

In Tables 8 and 9 and in Diagram I. the fluctuation and duration of employment are analyzed. Table 8 shows the number of employees in each occupation who remained at work for the specified number of months. In the first col-

umn, consisting of those who worked for fifty-two weeks without vacation, the number is naturally small. In the second column, consisting of those who worked for forty-eight or more weeks, the number is still small, and only in the case of one occupation, sample making, does it include one-half of the employees. Plain finishers, examiners and drapers are next in order in this group. On the whole, the more skilled occupations afford steadier employment.

From the records available for the Commission's use it is not clear that the amount of absence shown may be called strictly unemployment. When a name disappears from a pay roll in the sixth month of the year, for example, it is not clear whether the girl has left of her own accord for one of many possible reasons, or whether she has been laid off by her employer. Also, it is not known whether her name may not appear on the pay roll of another establishment, or even in another industry, in which case it is obvious that she cannot be termed "unemployed." The material which could be obtained on this question was not a matter of record and appeared highly unreliable. Consequently, caution has been used in terming the situation described in the present tables "unemployment."

In Table 9 the duration of employment is analyzed according to the establishments involved. The more skilled group, the cloak, suit and skirt workers, show themselves to be the steadier workers. They are employed more months during the year, but work on an average less number of hours a week than dress and waist workers. This is to be explained by the fact that there are two distinct busy seasons, as shown in Diagram I., for cloak, suit and skirt workers, thus making the employment in a sense more regular than the dress and waist workers, who have the one busy season in the spring and work longer hours as a result. The tendency toward irregularity of work is much greater in some establishments than in others.

Diagram I. shows the total number of employees studied as they appeared on the books each week in the year, grouped according to their product. The cloak, suit and skirt industry shows two clearly marked busy seasons, one

in the spring and one in the autumn, while in the dress and waist industry the autumn season is not so important as the spring season. Both industries have dull periods in midsummer and midwinter.

The remaining tables are concerned with the age, experience and living arrangements of those women employees in clothing factories for whom information could be obtained, considered especially in connection with their wages. Table 10 (a) shows that the largest single age group is composed of girls between the ages of twenty-one and twenty-five. Four hundred and forty, or 63.8 per cent. of the whole number, are less than twenty-five years old. An explanation of the fact that so large a majority of the women employees are young girls is sometimes ascribed to the fact that in such operations as machine operating the speed required often cannot be maintained day by day for more than a few years. Nevertheless, groups of middle-aged women, usually Italian or Jewish, work as finishers year after year in certain factories. In general there is a clear relationship between the amount of earnings and the age of the worker, showing that up to, roughly, the age of thirty-five the earnings tend to increase.

Table 11 shows a clear relationship between the wages received and the years of experience of the worker, a conclusion which fails to support the assertion that after a few years in machine operations the earnings fall back to a lower level.

The percentage of the workers who live at home is shown in Table 12 to be 82.2. The extremely low-paid girls almost without exception lived at home, while at the other end of the scale (among those who earned more than \$9 a week) more than one-fourth lived away from home. When grouped according to age, as in Table 13, the extremely young and the oldest workers without exception lived at home. Both wages and age, then, appear to be important factors in determining the living arrangements of women workers.

SUMMARY OF ANALYSIS..

A summary of the results of the investigation into the wages of women in the women's clothing industry in this State shows that one-half earned less than \$6 a week and nearly one-half earned less than \$100 in the course of the year. The majority averaged less than fifty hours' work a week, and only a small proportion worked as much as eleven months of the year. The larger number are girls less than twenty-five years of age who lived with parents or relatives.

TABLE 1 (a). — *Average Weekly Earnings: by Occupations.*

OCCUPATIONS.		NUMBER AND PER CENT. OF WORKERS EARNING —																TOTAL.	
		UNDER \$3.		\$3 AND UNDER \$4.		\$4 AND UNDER \$5.		\$5 AND UNDER \$6.		\$6 AND UNDER \$7.		\$7 AND UNDER \$8.		\$8 AND UNDER \$9.		\$9 AND OVER.			
		Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.
Machine operating,	54	4.9	121	11.1	155	14.2	189	17.3	163	14.9	159	14.5	110	10.0	143	13.1	1,094	100	
Dress and waist finishing,	22	6.3	42	12.0	80	22.8	82	23.4	40	11.4	37	10.6	30	8.6	17	4.9	350	100	
Coat finishing,	-	-	4	3.5	11	9.6	20	17.5	16	14.0	22	19.4	15	13.2	26	22.8	114	100	
Plain finishing,	4	3.5	4	3.5	26	23.0	22	19.5	23	20.4	14	12.5	10	8.8	10	8.8	113	100	
Pressing,	4	6.9	5	8.6	7	12.1	18	31.0	10	17.3	7	12.1	5	8.6	2	3.4	58	100	
Examining,	3	7.9	6	15.8	4	10.5	5	13.2	8	21.0	3	7.9	4	10.5	5	13.2	38	100	
Folding,	-	-	1	4.3	4	17.4	8	34.8	4	17.4	6	26.1	-	-	-	-	23	100	
Sample making,	-	-	-	-	-	-	-	-	-	-	2	13.3	2	13.3	11	73.4	15	100	
Draping,	-	-	-	-	-	-	-	-	2	18.2	3	27.3	1	9.1	5	45.4	11	100	
Miscellaneous,	4	2.8	25	17.2	29	20.0	24	16.6	13	9.0	16	11.0	16	11.0	18	12.4	145	100	
Total,	91	4.6	208	10.6	316	16.1	363	18.3	279	14.2	269	13.7	193	9.9	237	12.1	1,961	100	

TABLE 1 (b). — *Average Weekly Earnings: by Occupations (Cumulative).*

OCCUPATIONS.	PER CENT. OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
Machine operating, .	4.9	16.0	30.2	47.4	62.3	76.9	86.9	13.1
Dress and waist finish- ing.	6.3	18.3	41.4	64.6	76.0	86.6	95.1	4.9
Coat finishing, . .	-	3.5	13.2	30.7	44.7	64.0	77.2	22.8
Plain finishing, . .	3.5	7.1	30.1	49.6	69.9	82.3	91.2	8.8
Pressing,	6.9	15.5	27.6	58.6	75.9	87.9	96.6	3.4
Examining, . . .	7.9	23.7	34.2	47.4	68.4	76.3	86.8	13.2
Folding,	-	4.3	21.7	56.5	73.9	100.0	100.0	-
Sample making, . .	-	-	-	-	-	13.3	26.7	73.3
Draping,	-	-	-	-	18.2	45.5	54.5	45.5
Miscellaneous, . .	2.8	20.0	40.0	56.6	65.5	76.6	87.6	12.4
Total,	4.6	15.2	31.4	50.1	64.4	78.1	87.9	12.1

TABLE 2. — *Weekly Rates: by Occupations.*

OCCUPATIONS.	NUMBER AND PER CENT. OF WORKERS WITH WEEKLY RATES OF —																TOTAL.	
	UNDER \$3.		\$3 AND UNDER \$4.		\$4 AND UNDER \$5.		\$5 AND UNDER \$6.		\$6 AND UNDER \$7.		\$7 AND UNDER \$8.		\$8 AND OVER.					
	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.		
Machine operating,	—	—	22	7.3	44	14.6	42	13.9	30	10.0	33	11.0	25	8.3	105	34.9	301	100
Dress and waist finishing, . .	1	.4	3	1.1	16	5.7	65	23.3	75	26.9	42	15.0	34	12.2	43	15.4	279	100
Coat finishing,	—	—	—	—	—	—	2	2.6	9	11.8	17	22.4	17	22.4	31	40.8	76	100
Plain finishing,	—	—	—	—	4	4.4	6	6.6	19	20.9	16	17.6	14	15.4	32	35.1	91	100
Pressing,	—	—	—	—	3	11.1	2	7.4	3	11.1	6	22.2	6	22.2	7	26.0	27	100
Examining,	—	—	7	20.0	2	5.7	1	2.8	5	14.3	8	22.9	3	8.6	9	25.7	35	100
Folding,	—	—	—	—	1	5.5	1	5.6	8	44.4	6	33.3	1	5.6	1	5.6	18	100
Sample making,	—	—	—	—	—	—	—	—	—	—	—	—	1	9.1	10	90.9	11	100
Draping,	—	—	—	—	—	—	—	—	—	—	—	—	1	20.0	4	80.0	5	100
Miscellaneous,	—	—	5	5.1	12	12.1	18	18.2	10	10.1	12	12.1	11	11.1	31	31.3	99	100
Total,	1	.1	37	3.9	82	8.7	137	14.5	159	16.9	140	14.9	113	13.0	273	29.0	942	100

NOTE. — Of the 1,961 persons whose records were studied, data concerning rates were not available for 1,019, a majority of whom were piece workers.

TABLE 3. — *Annual Earnings: by Occupations.*

OCCUPATIONS.	NUMBER OF WORKERS WITH ANNUAL EARNINGS OF —										Total.
	Under \$100.	\$100 and under \$110.	\$110 and under \$120.	\$120 and under \$130.	\$130 and under \$140.	\$140 and under \$150.	\$150 and under \$160.	\$160 and under \$170.	\$170 and under \$180.	\$180 and over.	
Machine operating.	409	130	97	78	71	64	63	39	34	20	1,084
Dress and waist finishing.	205	31	20	28	17	17	16	9	4	3	300
Coat finishing.	35	10	14	12	7	4	10	4	3	6	114
Plain finishing.	51	8	3	13	10	10	8	—	1	3	113
Pressing.	38	5	6	5	3	2	1	1	—	2	64
Examining.	20	1	1	4	2	2	1	1	3	3	34
Folding.	11	2	2	3	2	1	2	—	—	—	23
Sample making.	2	1	2	1	—	—	—	2	—	7	16
Draping.	3	3	—	1	—	—	1	—	2	1	11
Miscellaneous.	77	10	12	6	9	5	9	8	3	6	145
Total.	936	210	187	181	121	101	111	64	30	60	1,961

WAGES OF WOMEN, WOMEN'S CLOTHING FACTORIES, MASS. 27

TABLE 4. — *Average Weekly Earnings: by Establishments (Cumulative).*

Dress and Waist.

ESTABLISHMENTS.	PER CENT. OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
No. 1,	14.2	44.2	66.4	81.9	90.3	96.0	98.2	1.8
No. 2,	1.9	10.3	27.1	51.6	63.9	78.7	86.5	13.5
No. 3,	0.9	1.7	14.7	45.7	69.0	86.2	89.7	10.3
No. 4,	1.7	15.7	41.7	71.3	86.1	92.2	97.4	2.6
No. 5,	2.7	17.1	36.0	55.0	68.5	89.2	95.5	4.5
No. 6,	10.1	28.1	46.1	58.4	74.2	83.1	94.4	5.6
No. 7,	1.2	2.4	3.5	12.9	21.2	44.7	76.5	23.5
No. 8,	7.3	19.5	37.8	59.8	65.9	79.3	84.1	15.9
No. 9,	—	2.7	6.7	13.3	25.3	50.7	74.7	25.3
No. 10,	6.9	18.1	27.8	51.4	76.4	84.7	93.1	6.9
No. 11,	2.9	11.6	44.9	68.1	76.8	82.6	91.3	8.7
No. 12,	20.0	46.2	70.8	87.7	98.5	100.0	100.0	—
No. 13,	3.2	7.9	14.3	30.2	50.8	68.3	82.5	17.5
No. 14,	1.7	8.5	16.9	33.9	40.7	57.6	74.6	25.4
No. 15,	—	—	13.8	37.9	67.1	84.5	89.7	10.3
No. 16,	4.2	14.6	31.3	45.8	58.3	79.2	93.8	6.2
No. 17,	—	4.7	18.6	39.5	65.1	79.1	88.4	11.6
No. 18,	—	8.3	16.7	27.8	44.4	66.7	75.0	25.0
No. 19,	5.7	20.0	37.1	54.3	68.6	82.9	88.6	11.4
No. 20,	—	—	—	13.3	26.7	50.0	66.7	33.3
No. 21,	—	6.7	16.7	23.3	36.7	50.0	90.0	10.0
No. 22,	10.3	17.2	44.8	65.5	79.3	86.2	89.7	10.3
Total,	5.1	17.0	33.2	52.2	66.2	79.7	89.2	10.8

Cloak, Suit and Skirt.

No. 23,	—	2.1	8.3	25.0	31.3	52.1	66.7	33.3
No. 24,	—	—	6.9	10.3	24.1	37.9	55.2	44.8
No. 25,	—	7.4	18.5	40.7	44.4	66.7	81.5	18.5
No. 26,	—	—	19.2	38.5	53.8	61.5	73.1	26.9
No. 27,	—	3.8	30.8	50.0	53.8	65.4	84.6	15.4
No. 28,	—	—	20.0	50.0	75.0	95.0	95.0	5.0
No. 29,	—	—	10.0	35.0	60.0	80.0	90.0	10.0
No. 30,	—	6.3	31.3	50.0	75.0	87.5	93.8	6.2
No. 31,	6.3	6.3	18.8	31.3	81.3	81.3	87.5	12.5
No. 32,	—	—	18.2	36.4	54.5	54.5	81.8	18.2
No. 33,	9.1	18.2	54.5	54.5	81.8	90.9	90.9	9.1
No. 34,	9.1	18.2	27.3	45.5	63.6	90.9	90.9	9.1
No. 35,	12.5	25.0	62.5	75.0	75.0	87.5	100.0	—
No. 36,	—	—	—	—	—	100.0	100.0	—
Total,	1.5	4.4	20.0	37.0	52.6	67.8	79.6	20.4
Total of all estab- lishments.	4.6	15.2	31.4	50.1	64.4	78.1	87.9	12.1

TABLE 5. — *Weekly Rates: by Establishments (Cumulative).**Dress and Waist.*

ESTABLISHMENTS.	PER CENT. OF WORKERS WITH WEEKLY RATES OF —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
No. 1.	—	16.9	45.8	68.9	82.5	91.5	98.3	1.7
No. 2.	—	2.2	6.7	31.1	48.9	68.9	80.0	20.0
No. 3.	—	—	—	2.4	33.3	69.0	88.1	11.9
No. 4.	—	—	23.5	64.7	85.3	88.2	94.1	5.9
No. 5.	—	12.0	32.0	48.0	64.0	72.0	73.0	28.0
No. 6.	—	—	—	38.7	74.2	80.6	90.3	9.7
No. 7.	—	—	2.4	2.4	10.6	22.4	38.8	61.2
No. 8.	—	4.4	8.9	35.6	75.6	88.9	91.1	8.9
No. 9.	—	—	1.5	10.4	11.9	19.4	34.3	65.7
No. 11.	2.4	4.8	7.1	26.2	45.2	59.5	73.8	26.2
No. 12.	—	—	25.0	25.0	62.5	100.0	100.0	—
No. 13.	—	—	—	5.7	5.7	25.7	42.9	57.1
No. 15.	—	—	—	9.1	36.4	45.5	54.5	45.5
No. 16.	—	—	12.0	48.0	64.0	76.0	88.0	12.0
No. 17.	—	—	—	3.4	27.6	48.3	65.5	34.5
No. 18.	—	—	11.1	11.1	55.6	55.6	77.8	22.2
No. 19.	—	—	—	33.3	44.4	66.7	66.7	33.3
No. 20.	—	—	—	—	42.9	85.7	100.0	—
No. 21.	—	—	—	12.5	25.0	43.8	50.0	50.0
No. 22.	—	—	—	—	—	75.0	75.0	25.0
Total, . . . . .	.1	5.1	15.5	32.6	49.7	63.5	74.3	25.7

Cloak, Suit and Skirt.

No. 23.	—	—	9.1	9.1	31.9	45.5	45.5	54.5
No. 24.	—	—	—	—	11.1	33.3	61.1	38.9
No. 25.	—	—	—	3.7	25.9	33.3	44.4	55.6
No. 26.	—	—	—	14.3	50.0	50.0	71.4	28.6
No. 27.	—	—	7.7	26.9	42.3	53.8	57.7	42.3
No. 28.	—	—	—	—	—	30.0	60.0	40.0
No. 29.	—	—	—	—	6.7	26.7	60.0	40.0
No. 30.	—	—	—	—	7.7	53.8	92.3	7.7
No. 31.	—	—	—	—	—	20.0	40.0	60.0
No. 32.	—	—	—	9.1	18.2	36.4	36.4	63.6
No. 33.	—	—	—	—	33.3	50.0	66.7	33.3
No. 34.	—	—	—	—	28.6	71.4	85.7	14.3
No. 35.	—	—	—	14.3	42.9	71.4	85.7	14.3
Total,	—	—	2.0	7.1	23.0	41.8	58.7	41.3
Total of all estab- lishments.	.1	4.0	12.7	27.3	44.2	59.0	71.0	29.0

NOTE. — Data concerning rates were not available for Establishments Nos. 10, 14 and 36.

WAGES OF WOMEN, WOMEN'S CLOTHING FACTORIES, MASS. 29

TABLE 6. — *Hours of Labor and Average Weekly Earnings.*

AVERAGE HOURS PER WEEK.	NUMBER OF WORKERS EARNING —								Total.
	Under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.	\$7 and under \$8.	\$8 and under \$9.	\$9 and over.	
Less than 30, . . .	9	2	3	2	—	—	—	—	16
30 and less than 34, . .	—	12	2	4	7	1	—	—	26
34 and less than 38, . .	1	8	15	14	7	7	7	1	60
38 and less than 42, . .	3	7	20	16	14	10	14	6	90
42 and less than 46, . .	1	8	18	22	16	17	7	15	104
46 and less than 50, . .	—	3	14	26	13	14	6	18	94
50 and less than 54, . .	—	4	7	4	2	1	2	1	21
54 and over, . . .	—	—	—	1	—	2	1	1	5
Total, . . .	14	44	79	89	59	52	37	42	416

NOTE. — Data concerning hours were not available for 1,545 workers.

TABLE 7.—*Hours of Labor: by Establishments (Cumulative).**Dress and Waist.*

ESTABLISHMENTS.	PER CENT. OF WORKERS WORKING —							
	Less than 30 Hours.	Less than 34 Hours.	Less than 38 Hours.	Less than 42 Hours.	Less than 46 Hours.	Less than 50 Hours.	Less than 54 Hours.	54 Hours and over.
No. 3,	—	2.7	8.1	29.7	62.2	97.3	100.0	—
No. 4,	—	2.8	8.3	16.7	36.1	69.4	97.2	2.8
No. 5,	—	—	—	21.4	50.0	78.6	100.0	—
No. 6,	23.3	43.3	60.0	83.3	93.3	100.0	100.0	—
No. 8,	4.4	8.9	11.1	24.4	62.2	97.8	100.0	—
No. 11,	—	4.0	8.0	20.0	56.0	96.0	100.0	—
No. 13,	2.3	4.7	23.3	41.9	79.1	97.7	100.0	—
No. 16,	—	—	12.0	24.0	60.0	100.0	100.0	—
No. 17,	—	5.4	35.1	64.9	83.8	97.3	100.0	—
No. 21,	5.9	11.8	17.6	82.4	100.0	100.0	100.0	—
Total,	3.4	8.0	18.6	39.0	67.2	93.2	99.7	.3

Cloak, Suit and Skirt.

No. 24,	—	—	—	27.8	44.4	77.8	77.8	22.2
No. 25,	—	7.4	33.3	66.7	88.9	100.0	100.0	—
No. 28,	5.0	15.0	75.0	95.0	100.0	100.0	100.0	—
No. 31,	20.0	90.0	100.0	100.0	100.0	100.0	100.0	—
No. 32,	9.1	9.1	18.2	63.6	90.9	100.0	100.0	—
No. 35,	14.3	14.3	85.7	100.0	100.0	100.0	100.0	—
Total,	5.4	17.2	45.2	71.0	84.9	95.7	95.7	4.3
Total of all estab- lishments.	3.8	10.1	24.5	46.2	71.2	93.8	98.8	1.2

NOTE. — Data concerning hours were not available in 20 establishments.

TABLE 8. — *Fluctuation of Employment among 1,961 Workers: by Occupations.*

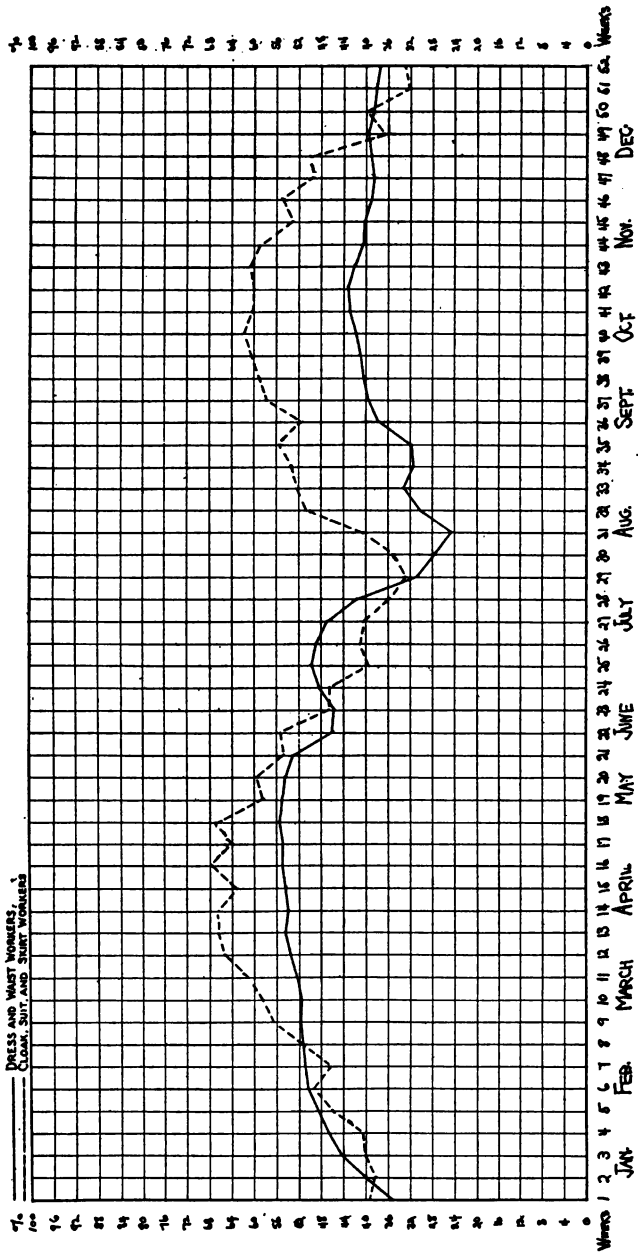
OCCUPATIONS.	PER CENT. OF WORKERS EMPLOYED FOR SPECIFIED NUMBER OF MONTHS —										
	12	11	10	9	8	7	6	5	4	3	1
Machine operating,	2.0	12.2	20.8	25.0	30.3	37.0	41.7	44.9	55.8	64.3	74.3
Dress and waist finishing,	2.0	13.4	18.6	22.9	26.3	29.4	33.1	36.9	42.3	50.6	58.9
Coat finishing,	3.5	10.5	17.5	25.4	31.6	38.6	50.0	54.4	64.0	68.4	84.2
Plain finishing,	4.4	21.2	32.7	38.1	43.4	44.2	44.2	50.4	57.5	63.7	74.3
Pressing,	1.7	12.1	12.1	13.8	19.0	20.7	34.5	37.9	46.6	62.1	77.6
Examining,	7.9	21.1	26.3	31.6	42.1	47.4	47.4	47.4	63.2	76.3	84.2
Folding,	4.3	17.4	21.7	26.1	30.4	34.8	43.5	43.5	52.2	52.2	69.6
Sample making,	6.7	53.3	53.3	60.0	60.0	60.0	60.0	60.0	80.0	86.7	100
Draping,	—	18.2	27.3	27.3	36.4	36.4	45.5	45.5	63.6	72.7	81.8
Miscellaneous,	2.1	17.2	26.9	28.3	33.8	35.9	37.9	42.8	51.0	59.3	72.4
Total,	2.4	13.3	21.5	25.8	30.9	36.0	40.6	44.1	53.6	61.9	72.4

TABLE 9. — *Fluctuation of Employment among 1,961 Workers: by Establishments.*
Dress and Waist.

ESTABLISHMENTS.	PER CENT. OF WORKERS EMPLOYED FOR SPECIFIED NUMBER OF MONTHS —											
	12	11	10	9	8	7	6	5	4	3	2	1
No. 1,	—	23.9	26.5	4.0	17.3	27.4	39.4	45.1	54.9	63.7	70.4	100
No. 2,	8.4	5.2	14.7	29.7	31.5	34.8	37.4	39.4	45.8	53.5	67.1	100
No. 3, . . . . .	.9	5.2	14.7	19.8	28.4	37.9	39.7	40.5	56.0	68.1	81.0	100
No. 4,	1.7	9.0	8.7	13.9	17.4	20.9	27.8	27.8	39.1	47.0	57.4	100
No. 5,	—	2.2	18.0	23.4	25.2	28.8	32.4	36.0	45.9	55.9	77.5	100
No. 6,	1.1	2.2	2.2	5.6	5.6	5.6	10.1	14.6	29.2	41.6	55.1	100
No. 7,	—	43.5	54.1	57.6	60.0	64.7	69.4	72.9	77.6	83.5	89.4	100
No. 8,	4.9	25.6	35.4	36.6	39.0	39.0	42.7	43.9	52.4	62.2	72.0	100
No. 9,	10.7	32.0	38.7	44.0	44.0	48.0	48.0	52.0	60.0	69.3	72.0	100
No. 10,	4.2	11.1	18.1	23.6	27.8	31.9	37.5	44.4	52.8	73.6	84.7	100
No. 11,	1.4	4.3	5.8	10.1	13.0	14.5	17.4	17.4	26.1	33.3	43.5	100
No. 12,	—	1.5	1.5	1.5	3.1	6.2	7.7	12.3	21.5	35.4	61.5	100
No. 13,	1.6	4.8	9.5	12.7	14.3	19.0	20.6	20.6	38.1	42.9	50.8	100
No. 14,	—	—	37.3	45.8	55.9	66.1	67.8	72.9	86.4	93.2	94.9	100
No. 15,	1.7	43.1	55.2	60.3	70.7	79.3	81.0	82.8	84.5	84.5	91.4	100
No. 16,	2.1	22.9	45.8	54.2	68.3	64.6	66.7	68.8	70.8	72.9	75.0	100
No. 17,	—	2.3	11.6	16.3	25.6	30.2	32.6	32.6	44.2	55.8	65.1	100
No. 18,	—	16.7	19.4	19.4	19.4	36.1	36.1	38.9	55.6	61.1	75.0	100
No. 19,	2.9	20.0	22.9	23.9	22.9	28.6	37.1	42.9	42.9	45.7	51.4	100
No. 20,	—	20.0	20.0	23.3	26.7	26.7	43.3	56.7	83.3	86.7	86.7	100
No. 21,	—	23.3	63.3	66.7	73.3	76.7	80.0	83.3	86.7	90.0	93.3	100
No. 22,	3.4	20.7	24.1	24.1	31.0	37.9	41.4	51.7	55.2	58.6	69.0	100
Total,	2.2	13.4	20.5	24.5	29.4	34.7	39.3	42.6	52.3	60.9	71.1	100

DIAGRAM I.

Curve Showing Per Cent. of Employment for 270 Cloak, Suit, and Skirt Workers and 1,691 Dress and Waist Workers during 52 Weeks.



WAGES OF WOMEN, WOMEN'S CLOTHING FACTORIES, MASS. 35

TABLE 10 (a). — *Average Weekly Earnings: by Age Groups.*

AGE.	NUMBER OF WORKERS EARNING —								Total.
	Under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.	\$7 and under \$8.	\$8 and under \$9.	\$9 and over.	
14 and less than 16, .	3	2	—	—	—	—	—	—	5
16 and less than 18, .	1	15	11	8	7	2	1	—	45
18 and less than 21, .	1	11	27	39	21	27	15	8	149
21 and less than 25, .	2	7	22	43	52	42	30	43	241
25 and less than 30, .	—	1	2	11	11	19	21	20	85
30 and less than 35, .	—	—	5	4	9	8	6	15	47
35 and less than 40, .	—	1	2	11	5	8	8	9	44
40 and less than 45, .	—	1	5	5	6	3	6	6	32
45 and less than 50, .	—	1	1	6	2	4	2	3	19
50 and less than 55, .	—	—	2	—	2	2	2	7	15
55 and less than 60, .	1	—	—	—	—	2	1	—	4
60 and over, .	—	1	2	1	—	—	—	—	4
Total, . . .	8	40	79	128	115	117	92	111	690

NOTE. — Data for age were not available for 1,271 workers.

TABLE 10 (b). — *Average Weekly Earnings: by Age Groups (Cumulative).*

AGE.	NUMBER OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
14 and less than 16, .	3	5	5	5	5	5	5	—
16 and less than 18, .	1	16	27	35	42	44	45	—
18 and less than 21, .	1	12	39	78	99	126	141	8
21 and less than 25, .	2	9	31	74	126	168	198	43
25 and less than 30, .	—	1	3	14	25	44	65	20
30 and less than 35, .	—	—	5	9	18	26	32	15
35 and less than 40, .	—	1	3	14	19	27	35	—
40 and less than 45, .	—	1	6	11	17	20	26	6
45 and less than 50, .	—	1	2	8	10	14	16	3
50 and less than 55, .	—	—	2	2	4	6	8	7
55 and less than 60, .	1	1	1	1	1	3	4	—
60 and over, .	—	1	3	4	4	4	4	—
Total, . . .	8	48	127	255	370	487	579	111

NOTE. — Data for age were not available for 1,271 workers.

TABLE 11. — *Average Weekly Earnings: by Years of Experience.*

YEARS OF EXPERIENCE.	NUMBER OF WORKERS EARNING —								Total.
	Under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.	\$7 and under \$8.	\$8 and under \$9.	\$9 and over.	
Less than 1,	4	18	21	17	6	6	5	—	77
1 and less than 2, . .	1	8	10	17	6	6	4	2	54
2 and less than 3, . .	—	1	9	18	17	15	5	5	70
3 and less than 4, . .	—	—	15	16	21	13	10	3	78
4 and less than 5, . .	—	1	3	11	12	18	7	7	59
5 and less than 6, . .	—	2	1	7	14	10	8	15	57
6 and less than 7, . .	—	—	—	5	4	11	7	10	37
7 and less than 8, . .	—	1	1	5	4	5	5	14	35
8 and less than 9, . .	—	—	3	—	4	4	5	7	23
9 and less than 10, . .	—	—	—	1	2	—	4	6	13
10 and less than 11, . .	—	—	—	2	2	1	6	7	18
11 and less than 12, . .	—	—	—	—	2	1	—	2	5
12 and less than 13, . .	—	—	—	2	2	3	4	3	14
13 and less than 14, . .	—	—	—	—	—	2	—	1	3
14 and less than 15, . .	—	—	1	—	—	—	2	4	7
15 and over,	—	—	3	1	4	4	4	13	29
Total,	5	31	67	102	100	99	76	99	579

NOTE. — Data concerning years of experience were not available for 1,382 workers.

TABLE 12. — *Home Conditions and Average Weekly Earnings.*

HOME CONDITIONS.	NUMBER AND PER CENT. OF WORKERS EARNING —																TOTAL.	
	UNDER \$3.		UNDER \$4.		UNDER \$5.		UNDER \$6.		UNDER \$7.		UNDER \$8.		UNDER \$9.		\$9 AND OVER.		Number.	Per Cent.
	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.				
Living at home, . . .	8	100	37	94.9	67	85.9	106	83.5	90	78.9	98	83.8	76	82.6	85	73.9	567	82.2
Living away from home, . .	—	—	2	5.1	11	14.1	21	16.5	24	21.1	19	16.2	16	17.4	30	26.1	123	17.8
Total, . . .	8	100	39	100.0	78	100.0	127	100.0	114	100.0	117	100.0	92	100.0	115	100.0	690	100.0

NOTE. — Data concerning home conditions were not available for 1,271 workers.

TABLE 13. — *Home Conditions for 682 Employees: by Age Groups.*

AGE.	NUMBER AND PER CENT. OF WORKERS —				TOTAL.	
	LIVING AT HOME.		LIVING AWAY FROM HOME.			
	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.
14 and less than 16, . .	5	100.0	—	—	5	100
16 and less than 18, . .	44	97.8	1	2.2	45	100
18 and less than 21, . .	122	82.4	26	17.6	148	100
21 and less than 25, . .	195	81.6	44	18.4	239	100
25 and less than 30, . .	69	83.1	14	16.9	83	100
30 and less than 35, . .	36	78.3	10	21.7	46	100
35 and less than 40, . .	34	79.1	9	20.9	43	100
40 and less than 45, . .	27	84.4	5	15.6	32	100
45 and less than 50, . .	11	61.1	7	38.9	18	100
50 and less than 55, . .	10	66.7	5	33.3	15	100
55 and less than 60, . .	4	100.0	—	—	4	100
60 and over,	4	100.0	—	—	4	100
Total,	561	82.3	121	17.7	682	100

NOTE. — Data for age and home conditions were not available for 1,279 workers.

UNIVERSITY OF MICHIGAN



3 9015 06796 8499



